

The Commonwealth of Massachusetts

www.dol.gov/ate/ma

Division of Apprentice Training
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**REGISTERED
APPRENTICESHIP**

*High Wage,
High Skill
CAREER
OPPORTUNITIES
in the 21st Century*

U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship Training,
Employer and Labor Services
Bureau of Apprenticeship and Training
200 Constitution Avenue, NW
Washington, D.C. 20210



Sponsored by
U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship Training, Employer and Labor Services (ATELS)
Bureau of Apprenticeship and Training (BAT)



Registered apprenticeship is a formalized, structured training program combining on-the-job training and related technical instruction in

What is Registered Apprenticeship?

which paid employees receive practical and technical training in a highly skilled occupation. Apprenticeship is industry-driven career training. Industry determines the skills that are essential to sustain a quality workforce.

Apprenticeships can last from one to six years (occupation-dependent). During this time, apprentices work and learn under the direction of experienced journeyworkers. Over time, apprentices are provided the diversity and complexity of training that leads to becoming highly skilled in their chosen occupations. As they gain skill, they are compensated through an increase in wages.



Apprenticeship is an effective combination of structured on-the-job training and related technical instruction.



Skills, knowledge, and experience are the building blocks for success. They are also the foundation for apprenticeship training. When individuals

Benefits of Registered Apprenticeship

complete a registered apprenticeship program, they will possess the skills, knowledge, and experience needed to succeed in their chosen occupation. Other benefits include:

Nationally-recognized Certificate of Completion of Apprenticeship (pictured on reverse side)

High-wage opportunities that meet or exceed those of college graduates

Challenging and interesting work in a wide range of occupations

The opportunity to earn as you learn (apprentices earn wages that increase as their knowledge and skills increase)

Comprehensive career training combining on-the-job training with classroom instruction

Increased marketability and job security

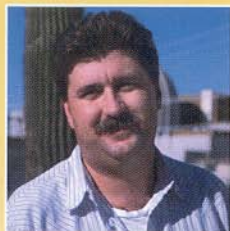
Opportunity to earn college credit in many occupational areas



APPRENTICESHIP in Action

Arizona Public Service Company
Palo Verde, AZ

UTILITIES INDUSTRY



Ken Amaral
Apprentice Graduate
Mechanical Maintenance

"To be honest, my main motivation to enter an apprenticeship program was the money you can make. But it has turned

out to be a lot of fun and now I am a Team Leader. With the skills I've learned, I can work just about anywhere."

United Association of Journeymen
and Apprentices of the Plumbing and
Pipefitting Industry
Atlanta, GA

CONSTRUCTION INDUSTRY



Robert Boone
Plumbing Apprentice

"Apprenticeship has been a great investment of my time, a great opportunity. It's been 5 years of the most productive time I've spent, and it will pay

benefits for the rest of my career.

Apprenticeship is a historical thing going back centuries, it's how knowledge has been perpetuated...from master to student. It's kind of neat to be connected to that."

APPRENTICESHIP in Action

Swisslog Translogic Corporation
Denver, CO

MANUFACTURING INDUSTRY



Verlean Adams
Apprentice Graduate
Electrical-mechanical Assembly

"Going through the apprenticeship program has made me more versatile; I am doing more things and have (acquired) new skills."

Notre Dame University
South Bend, IN

FOOD SERVICE INDUSTRY



Andrew Thistlewaite
Apprenticeship Graduate
Culinary Arts

"Cooking has always been a great love of mine. Apprenticeship offered the way for me to learn the skills I needed

through hands-on experience in the real world. The path is wide open for me now. I mean, I have a career and I know where I am headed."

Omaha Community Playhouse
Omaha, NE

THEATER INDUSTRY



Sprite Haston
Theater Technician Apprentice

"I am learning all the aspects of theater: the tools, rigging, carpentry, costumes, etc. I am getting exposed to everything I need in

order to become a journey-level worker; or master in my field. This program has given me a lot to look forward to."

REGISTERED APPRENTICESHIP offers the chance to **LEARN...**

the skills to build a rewarding career

Having skilled workers is critical to the success of any business. As we progress into the 21st century, the need for skilled workers is only going to become more critical. By participating in a registered apprenticeship program, workers can equip themselves for rewarding careers in a wide range of interesting and challenging occupations.

The people attracted to apprenticeable occupations come from all walks of life—young men and women right out of high school, ex-military personnel, people wanting to make career changes, and dislocated workers seeking new

opportunities. Anyone with the drive to better themselves and the dedication needed to acquire the skills, knowledge, and experience required to succeed can benefit from participation in a registered apprenticeship program.

Currently, there are over 850 occupations in a wide range of industries that can be learned through apprenticeship training, and more are being added all of the time.

...and EARN

the wages to build financial security.



Workers who achieve journey-level (technician) status by completing a registered apprenticeship program have the opportunity to earn above-average wages. The more they learn, the higher the pay. Generally, apprentices are paid 50 percent of a skilled journeyworker's wage to start. Wages for apprentices increase at regular intervals as their job skills increase. At the successful completion of the apprenticeship, they become skilled certified journey-level workers and receive a nationally recognized certificate. The salary for journey-level workers competes with those of college graduates and even those with advanced degrees.